



# 2021

# Annual Enrollment

For Benefits-Eligible Employees Only

## Enroll Now! (It's Required)

Whether you're making changes to your benefit elections or confirming there are NO changes to your current benefit choices, you MUST enroll!

Without an IRS qualifying event, Annual Enrollment is your ONLY chance to make updates to your elections (except for Identity Theft, Pet Insurance and Auto/Home Coverage). For more info, visit the Mattel Benefits Site or call the Mattel Benefits Service Center at 1-877-841-8395.

## Programs requiring registration during Annual Enrollment

To participate in these programs, you MUST enroll during Annual Enrollment on the Mattel Benefits Site. For more info, visit myHR.



### CREATE A HEALTHY LIFESTYLE

- Healthcare Plans
- Dental Coverage
- Vision Coverage
- Flexible Spending Account (FSA)
- Health Savings Account (HSA)



### BUILD YOUR FINANCIAL FUTURE

- Legal Plan (ARAG)
- Critical Illness (MetLife)
- Voluntary Accident (MetLife)
- Hospital Indemnity (MetLife)
- Supplemental Life Insurance (Lincoln Financial)
- Identity Theft Protection (Allstate Identity Protection)
- Supplemental Long Term Disability (Lincoln Financial)

## What's Changing?

- Medical costs have gone up, and in order for Mattel to continue to pay 75% of medical premium costs, employee contributions will increase accordingly.
- The enrollment experience has been enhanced on the Mattel Benefits Site. Decision-making tools, including a medical cost estimator, are now available to help you model plans and provide recommendations.
- Health Net HMO will no longer be a medical option for California plan participants. Research your choices and use the medical cost estimator to find the best plan for you and your family.
- Healthcare Navigation (a concierge experience) will be available to PPO, EPO and HDHP participants beginning July 1.
- Our Employee Assistance Program provider is changing to Optum, offering an enhanced digital experience through Talk Space.
- ARAG Legal Plan options have been enhanced to offer additional services.
- Pet Insurance now has diversified service level options.
- Identity Theft Protection is now offered by Allstate.

The Summary of Benefits & Coverage and other compliance notices are available on the Mattel Benefits Site. A paper copy is also available, free of charge, by calling the Mattel Benefits Service Center at 1-877-841-8395.

## Connect with Your Benefits

